

## 6226.0 - Participation, Job Search and Mobility, Australia, February 2016

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## Summary

### Key Findings

#### KEY FINDINGS

##### PARTICIPATION POTENTIAL

In February 2016, the Participation, Job Search and Mobility (PJSM) Survey estimated that of the civilian population aged 15 years and over, 6.4 million persons were not in the labour force, 787,100 were unemployed and 11.9 million persons were employed.

Of the 6.4 million persons not in the labour force:

- 59% were females;
- 15% were aged 15–24 years, 39% were aged 25–64 years and 46% were aged 65 years and over;
- 954,800 wanted to work but were not actively looking for work and were available to start work last week or within four weeks, of whom 62% were females; and
- the main activity was retired (38%) followed by home duties (16%). Of those doing home duties 86% were females. (Datacube 7 and 8)

Of the 787,100 unemployed persons:

- 52% were males;
- 194,000 persons (25%) had been looking for work for 1 year or more; and
- 21% were aged 25–34. (Datacube 12 and 14)

Of the 11.9 million employed persons:

- 92% were fully employed; and
- 1 million were underemployed. (Datacube 19)

Of the 1 million underemployed workers:

- 945,400 persons (94%) usually worked part-time, but would prefer more hours and were available to start work with more hours either in the reference week, or in the four weeks following the interview; and
- 76,700 usually worked full-time (8%), but worked part-time hours in the reference week due to economic reasons (for example no work or not enough work available, been stood down). (Datacube 2 and 3)

##### JOB SEARCH

Of the 787,100 unemployed persons who looked for work in the reference period:

- 58% looked for both full-time and part-time work;
- 12% looked for full-time work only; and
- 30% looked for part-time work only. (Datacube 12)

There were 2.2 million job starters (employed persons who had started their current job in the previous 12 months). Of these job starters, the highest proportion of steps taken to look for work or more hours were:

- 16% looked at advertisements for jobs on the internet, in a newspaper or on noticeboards;
- 14% wrote, phoned or applied in person to an employer for work; and
- 12% answered an advertisement for a job on the internet, in a newspaper or on noticeboards. (Datacube 11)

##### LABOUR MOBILITY

Of the 2.2 million job starters, 1.2 million were not working in February 2015, while 950,300 were working, but have changed their employer/business throughout the year ending February 2016. Of these:

- 71% changed their usual weekly hours worked;
- 54% changed industry Division; and
- 36% had a change in their status of employment. (Datacube 16)

There were 9.8 million persons working in February 2016 who had been with their current employer/business for more than one year. Of these persons:

- 81% were employees;
- 23% were professionals; and
- 13% worked in the Health care and social assistance industry Division. (Datacube 17 and 18)

## Participation Potential

### PARTICIPATION POTENTIAL

Labour force participation includes those persons of working-age in an economy who in the reference period are:

- employed; or
- unemployed but actively looking for a job and available to start.

By analysing the characteristics of those persons not participating in the labour force it can provide insights into Australia's potential labour force. This section analyses persons not in the labour force that are marginally attached, not marginally attached, discouraged job seekers, and employed persons that are underemployed and would like additional hours.

### PERSONS NOT IN THE LABOUR FORCE

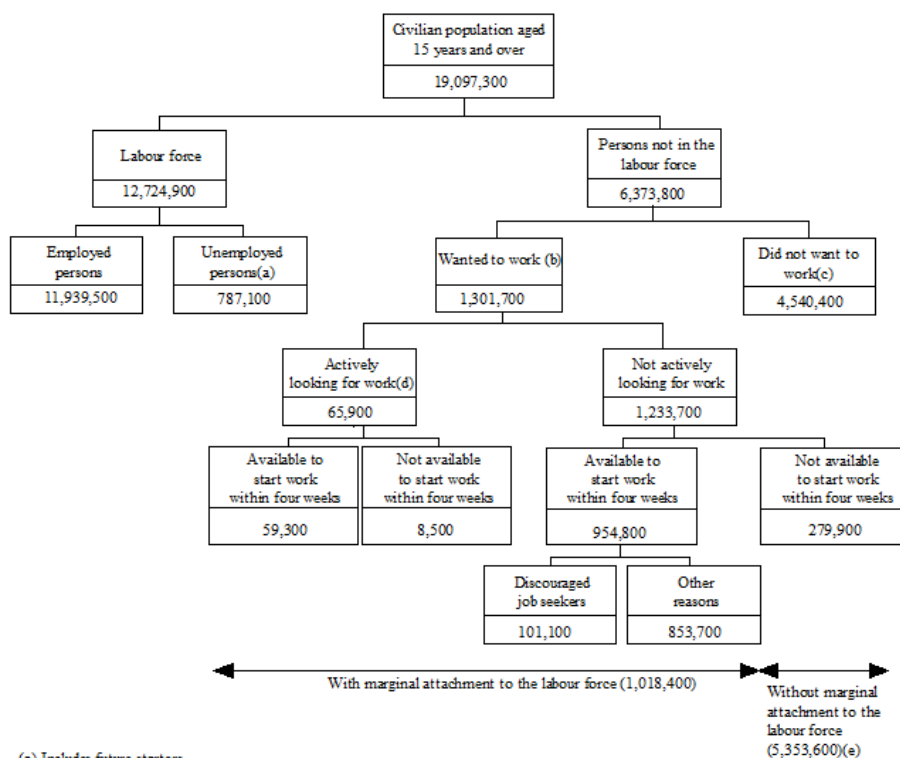
The persons not in the labour force framework below classifies persons aged 15 and over, who can be divided into those who are marginally attached to the labour force, and those who are not. Persons who are marginally attached to the labour force satisfy some, but not all, of the criteria required to be classified as unemployed.

Persons not in the labour force are considered to be marginally attached to the labour force if they:

- wanted to work and were actively looking for work (but, unlike unemployed persons, were not available to start work in the reference week); or
- wanted to work and were not actively looking for work but were available to start work within four weeks.

Persons not in the labour force are not marginally attached to the labour force if they:

- did not want to work; or
- wanted to work but were not actively looking for work and were not available to start work within four weeks.



(a) Includes future starters.

(b) Includes persons who 'Might want to work'.

(c) Includes persons who 'Did not know'.

(d) Refers to persons who were actively looking for work, but were not available to start work in the reference week.

(e) Includes persons who were permanently unable to work.

The main activity reported for those not in the labour force was retired (38%) followed by home duties (16%). Both males and females reported retired (46% and 32% respectively) followed by attending educational institution for males (18%) and home duties for females (23%). (Datacube 8)

## MARGINALLY ATTACHED TO THE LABOUR FORCE

In February 2016, there were 1 million persons with marginal attachment to the labour force, this represented 16% of persons not in the labour force.

Of those with marginal attachment to the labour force:

- 63% were females;
- 94% were not actively looking for work, but were available to start work within four weeks;
- the highest proportion were aged 15–24 years (31%). (Datacube 7)

There were 803,700 persons with marginal attachment to the labour force who had worked before. Of these, 37% had worked less than 12 months ago, and a further 21% had worked one to two years ago.

The graph below outlines selected main activities of the 1 million persons with marginal attachment to the labour force. The highest proportions were 27% attending an educational institution, 22% doing home duties and 19% caring for children.

Graph Image for PERSONS WITH MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2016

**Source(s):** PERSONS WITH MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2016-Graph 1 Main activity when PNILF - With Marginal Attachment

The number of persons who were marginally attached to the labour force but not actively looking for work and available to start work within four weeks, decreased from 989,500 in 2015 to 954,800 in 2016. (Datacube 1)

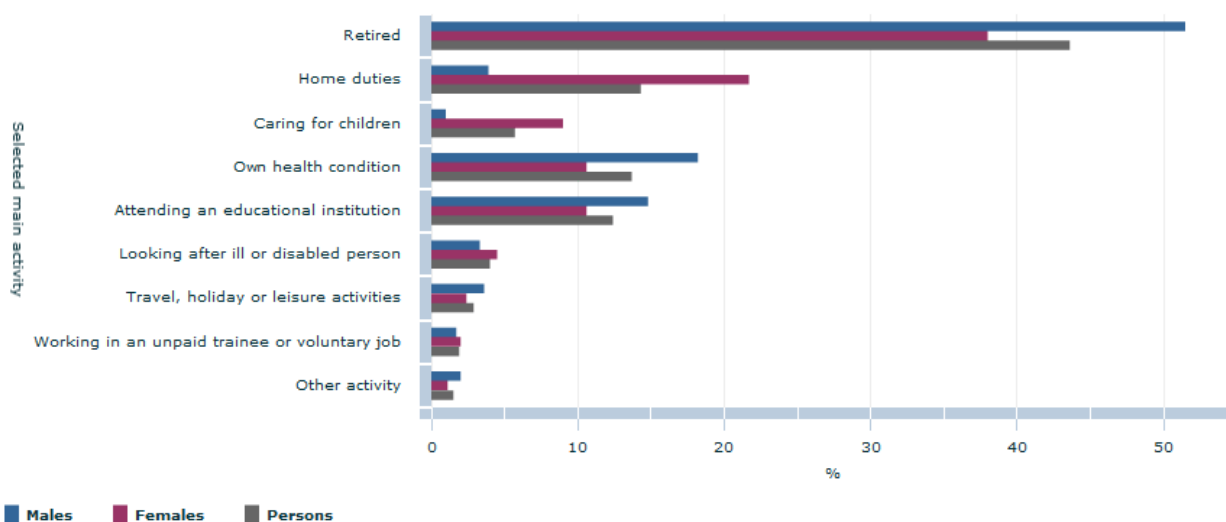
## WITHOUT MARGINAL ATTACHMENT TO THE LABOUR FORCE

There were 5.4 million persons aged 15 years and over without marginal attachment to the labour force. Of these:

- 58% were females;
- 85% reported that they did not want to work, or did not know if they wanted to work;
- 5% wanted to work but were not actively looking for work and were not available to start work within four weeks; and
- 10% were permanently unable to work. (Datacube 1)

The graph below shows the activities of persons without marginal attachment to the labour force. The most common reasons reported were retired (44%) (52% males and 38% females), followed by persons doing home duties (14%) and own health condition (14%).

PERSONS WITHOUT MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2016



Save Chart Image

Australian Bureau of Statistics

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**Source(s):** PERSONS WITHOUT MARGINAL ATTACHMENT, Selected main activity when not in the labour force-By sex, 2016-Graph 2 Main activity when PNILF - Without Marginal Attachment

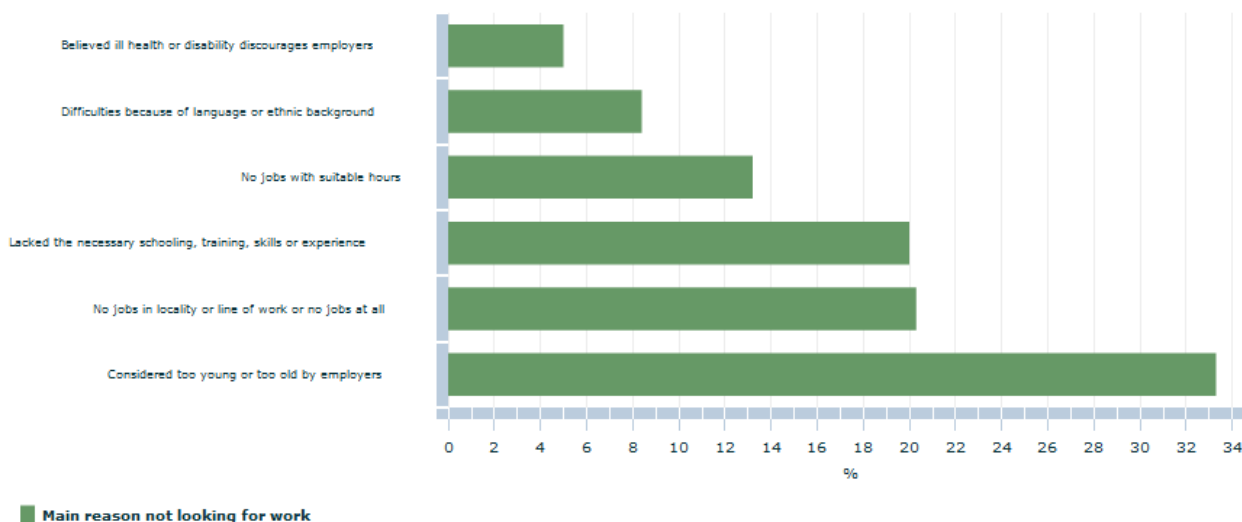
## DISCOURAGED JOB SEEKERS

There were 101,100 discouraged job seekers, of whom 57% were females. Discouraged job seekers are those persons with

marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons as shown in the graph below:

- considered to be too young or too old by employers (33%);
- lacked necessary schooling, training, skills or experience (20%);
- no jobs in their locality or line of work or no jobs at all (20%);
- no jobs with suitable hours (13%);
- difficulties because of language or ethnic background (8%); or
- believed ill health or disability discourages employers (5%).

**DISCOURAGED JOB SEEKERS, Main reason not actively looking for work**



**Source(s):** DISCOURAGED JOB SEEKERS, Main reason not actively looking for work-Graph 4 Discouraged Jobseekers

Other selected characteristics of discouraged job seekers included:

- 16% who never had a job;
- 37% of persons whose main activity when not in the labour force was home duties, followed by retired (23%); and
- 30% who were over the age of 65, while a further 14% were aged 35–44. (Datacube 7 and 8)

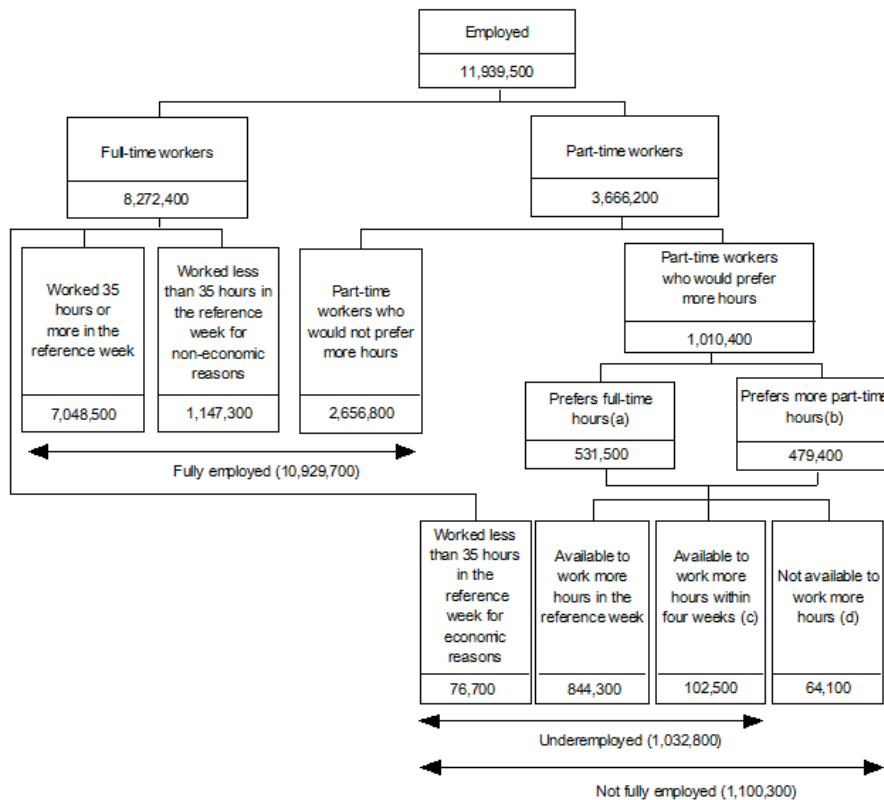
## UNDEREMPLOYED WORKERS

The ABS conceptual framework below for underemployment separates employed persons into two mutually exclusive groups:

- workers who were considered to be fully employed, comprising:
  - employed persons who worked full-time during the reference week (including persons who usually worked part-time);
  - employed persons who usually worked full-time but worked part-time in the reference week for non-economic reasons (including illness or injury, leave, holiday or flextime, and personal reasons); and
  - part-time workers (who usually worked part-time and did so in the reference week) who would not prefer additional hours of work.
- workers who were not fully employed, comprising:
  - part-time workers who would prefer to work more hours; and
  - full-time workers who worked part-time in the reference week for economic reasons (such as being stood down or insufficient work being available).

The conceptual framework further defines workers who were underemployed, comprising:

- part-time workers who preferred to work more hours and were available to start work with more hours, either in the reference week or in the four weeks following the survey; and
- full-time workers who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available).



- (a) Total number of hours preferred to work each week are 35 hours or more.  
 (b) Total number of hours preferred to work each week are between 1 to 34 hours.  
 (c) Available within four weeks but not in the reference week.  
 (d) Availability refers to 'in the reference week or within four weeks'.

## UNDEREMPLOYED PART-TIME WORKERS

In February 2016 there were 1 million underemployed workers, of whom 945,400 worked part-time and 76,700 who usually worked full-time, but worked part-time in the reference week due to economic reasons.

Of the 945,400 underemployed part-time workers 60% were female. Almost a quarter (24%) of underemployed part-time males and 15% of females reported that they would move interstate if offered a suitable job. (Datacube 5)

Around 34% of underemployed part-time workers aged 15–19 had experienced insufficient work for one year or more. This compared to 56% aged 45 years and over. (Datacube 4)

The most commonly reported steps taken to look for work or more hours, in the last four weeks, by underemployed part-time workers, were:

- looked at advertisements for jobs on the Internet in a newspaper or on noticeboards (42%);
- wrote, phoned or applied in person to an employer for work (35%); and
- asked current employer for more work (33%). (Datacube 5)

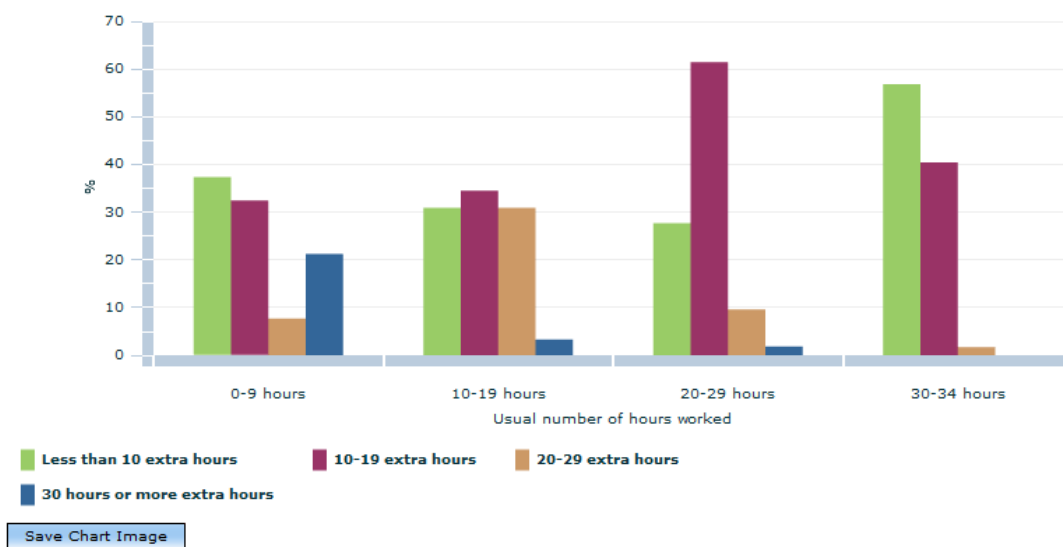
The most commonly reported difficulty in finding work<sup>1</sup> for underemployed part-time workers were:

- too many applicants for available jobs (10%);
- no vacancies in line of work (5%); and
- insufficient work experience (4%). (Datacube 6)

In February 2016, 7% of underemployed part-time workers reported that they did not have any difficulties in finding work and a further 50% who did not look for work or more hours. (Datacube 6)

The preferred number of extra hours of underemployed part-time workers varied with the number of hours they usually worked, as seen in the graph below. Approximately 63% of those who usually worked less than 10 hours a week preferred to work 10 or more extra hours per week. (Datacube 5)

UNDEREMPLOYED PART-TIME WORKERS, Preferred number of extra hours-By usual number of hours worked, 2016



Australian Bureau of Statistics

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**Source(s):** UNDEREMPLOYED PART-TIME WORKERS, Preferred number of extra hours-By usual number of hours worked, 2016-Graph 3 Underemployed PartTime Workers

The mean preferred number of extra hours per week for underemployed part-time workers was 13.5 hours. The mean preferred number of extra hours was lowest for persons aged 15–19 years (12.5 hours), and highest for those aged 25–34 years (14.7 hours). On average, males preferred to work an extra 14.9 hours per week, compared with females who preferred to work an extra 12.5 hours per week. Males preferred more hours than females in all age groups. (Datacube 5)

End Note:

1. Reported difficulties in finding work refer to respondents perception in the reasons for not being able to find work.

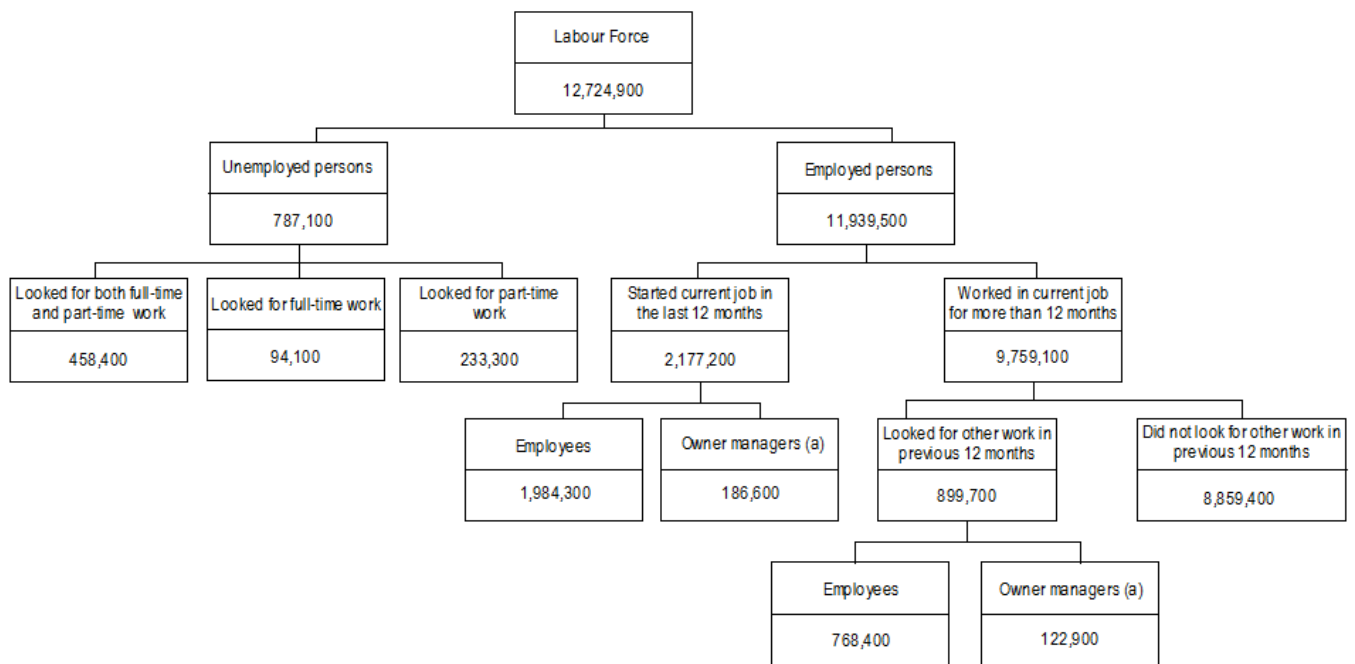
## Job Search

### JOB SEARCH EXPERIENCE

The Job Search experience topic presents information about the experiences of unemployed persons in seeking work, in terms of the steps they have taken to find work and the difficulties they encountered. Information is also provided about employed persons who started their current job in the previous 12 months and the steps they took to look for work or more hours.

The framework below contains information on three mutually exclusive groups:

- unemployed persons;
- employed persons who started their current job in the previous 12 months; and
- persons employed for more than a year in their current job who looked for work in the previous 12 months.



(a) Includes owner managers of incorporated and unincorporated enterprises.

## UNEMPLOYED PERSONS

Almost 76% of unemployed persons in February 2016 had been looking for work for less than one year. A further 14% had been looking for work for between 1 and less than 2 years, and the remaining 11% had been looking for work for 2 years or more.

The most commonly reported main difficulties<sup>1</sup> in finding work for unemployed persons looking for less than 1 year were:

- too many applicants for available jobs (18%);
- insufficient work experience (12%); and
- no feedback from employers (10%).

The most commonly reported main difficulties<sup>1</sup> in finding work for unemployed persons looking for 1 year or more were:

- too many applicants for available jobs (19%);
- own ill health or disability (18%); and
- considered too old by employers (10%).

Around 9% of unemployed persons reported they did not have any difficulty in finding work. (Datacube 13)

The most common steps taken to find work by unemployed persons were:

- looked at advertisements for jobs on the Internet, in a newspaper or on noticeboards (87%);
- wrote, phoned or applied in person to an employer for work (87%);
- answered an advertisement for a job on the Internet, in a newspaper or on noticeboards (74%); and
- contacted friends or relatives (54%). (Datacube 11)

Almost 35% of unemployed persons were aged 15–24 years compared to 26% aged 45 years and over. (Datacube 11)

Other characteristics of unemployed persons were that:

- 84% had not received a job offer;
- 17% had never worked before;
- 15% had at least one offer of employment in their current period of unemployment; and
- 415,200 had a non-school qualification, of whom 38% had a bachelor or higher. (Datacube 11 and 12)

## EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS

There were 2.2 million job starters (employed persons who started their current job in the previous 12 months). Of these, 54% were males.

Of the job starters:

- 81% did not take steps to look for work or more hours in the last 12 months;
- 16% looked at advertisements for jobs on the internet, in a newspaper or on noticeboards;
- 1.4 million had a non-school qualification, of whom 47% had a bachelor degree or higher; and
- 52% had more than one employer or business in the last 12 months. (Datacube 11)

End Note: 1. Reported difficulties in finding work refer to respondent's perception in the reasons for not being able to find work.

## **Labour Mobility**



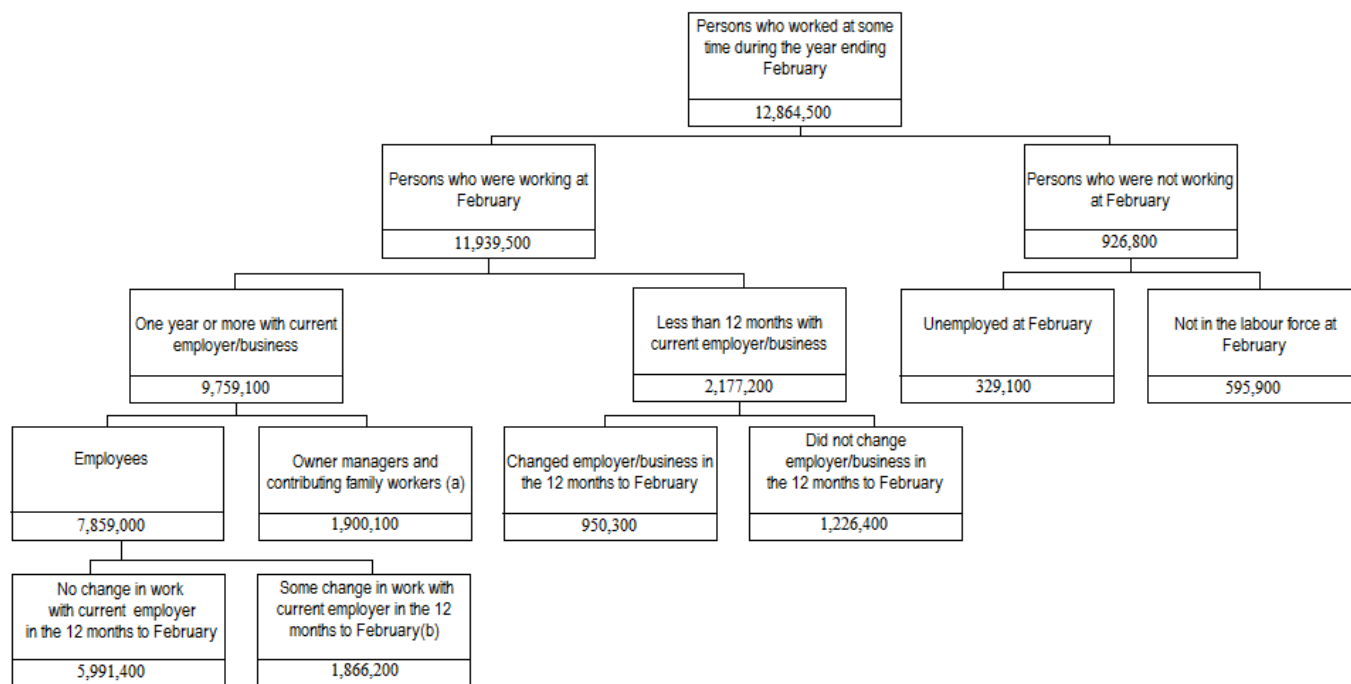
## LABOUR MOBILITY

Persons who worked in February 2016, who had been with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, or industry, or usual hours worked, between their last and current employer/business.

Those employees who had worked for their current employer for one year or more were asked whether they had been promoted, and/or transferred to a different position, and/or changed occupation, and/or changed usual hours worked in the 12 months to February 2016.

Information was also collected from persons who were not working and who ceased a job in the previous 12 months.

The framework below only includes those persons aged 15 years and over who worked at some time during the year ending February 2016. These were classified according to the duration of their employment with their current employer/business.



(a) Includes owner managers of incorporated and unincorporated enterprises.

(b) Either promoted, transferred to a different position, changed usual hours or changed occupation.

### PERSONS WITH THEIR CURRENT EMPLOYER/BUSINESS FOR LESS THAN 12 MONTHS

There were 2.2 million persons who had been with their current employer for less than 12 months. Of these: (Datacube 18)

- 44% changed their employer/business in the last 12 months;
- 9% were professionals and 7% were technicians and trade workers; and
- 5% worked in Retail trade and 5% worked in Accommodation and food services. (Datacube 17 and 18)

Of the 950,300 persons who had changed their employer/business (last to current employer/business) in the last 12 months:

- 71% changed their usual hours worked;
- 54% had changed their industry Division;
- 49% changed their major occupation group; and
- 36% changed their status in employment. (Datacube 16)

### PERSONS WITH THEIR CURRENT EMPLOYER/BUSINESS FOR ONE YEAR OR MORE

There were 9.8 million persons who had been working for the same employer/business for one year or more. Of these:

- 54% were males;
- 23% were professionals, 15% were technicians and trade workers and 15% were clerical and administrative workers;
- 13% worked in the Healthcare and social assistance industry and 10% worked in the Retail trade industry; and
- 81% were employees. (Tables 16, 17 and 18)

Of the 7.9 million employees who had been with their current employer for one year or more:

- 51% were males;
- 16% were promoted and/or transferred;
- 2% changed their occupation; and
- 11% of employees had a change in their usual hours worked. (Datacube 16)

There were 3.2 million persons who had been with their current employer/business for 10 years or more comprising 1.8 million males and 1.4 million females.

## **PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY**

There were 12.8 million persons who worked at some time during the year. Of these, 1.9 million ceased a job during the year. Around 63% of these persons left their last job for voluntary reasons, and the remaining 695,000 left their last job involuntarily. (Datacube 9 and 19)

Of those persons who voluntarily left a job during the year, 32% had been working in that job for less than 12 months. For these persons, the most common reason for ceasing their job was to obtain a better job or conditions/just wanted a change (33%), followed by unsatisfactory work arrangements, pay or hours (25%). (Datacube 9)

For the 812,500 persons whose previous job duration was one year or more, the most common reason for leaving (34%) was to obtain a better job or conditions/just wanted a change (44% for males and 27% for females). Family reasons: marry/children/look after others/have holiday/moved house/spouse transferred (19%) was the next most common reason (8% for males and 27% for females). (Datacube 9)

Approximately 47% of persons who involuntarily lost a job during the year were retrenched. The next most common reason for persons involuntarily ceasing their last job was job ended, was temporary or seasonal (36%). (Datacube 9)

## **Notes**

### **ABOUT THIS PUBLICATION**

The statistics in this release were compiled from the Participation, Job Search and Mobility, Australia (PJSM) Survey conducted throughout Australia in February 2016 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked of persons aged 15 years and over.

This survey informs on the following broad labour market issues: Labour force participation potential; underemployment and marginal attachment; as well as job search experience and labour mobility. This information can be cross classified by characteristics such as duration of job search, last job details, hours worked, industry and occupation as well as personal characteristics.

Care should be taken when comparing the estimates from 2016 PJSM survey with previous years topics as Persons Not In The Labour Force (PNILF) and Underemployed Workers (UEW) were previously collected in September and Job Search Experience (JSE) in July and Labour Mobility (LMOB) was collected in February. Collection of data from this combined survey was undertaken in February. The populations used in each may not be directly comparable.

### **CONFIDENTIALITY**

To minimise the risk of identifying individuals in aggregate statistics, a technique is used in this release to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. After perturbation, a given published cell value will be consistent across all tables. However, adding up cell values to derive a total will not necessarily give the same result as published totals.

### **MICRODATA**

Participation, Job Search and Mobility 2016 microdata will be available via TableBuilder (cat. no. 6226.0.00.001). For more information see About TableBuilder.

### **ROUNDING**

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

### **INQUIRIES**

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au>. The ABS Privacy Policy outlines how the ABS handles any personal information that you provide to us.

## **About this Release**

This survey will inform on the following broad labour market issues -

Labour force participation potential, underemployment and marginal attachment. as well as job search experience and labour mobility.

This information can be cross classified by characteristics such as duration of job search, last job details, hours worked, industry and occupation as well as personal characteristics.

# History of changes

This document was added or updated on 30/08/2017.

23/03/2018

**Datacube 15:** LABOUR MOBILITY: EMPLOYED PERSONS, Time series - contained incorrect data and has been temporarily removed.

30/08/2017 - Corrections to Datacubes 11, 16, 17, 18 and 19 as follows:

**Datacube 11:** JOB SEARCH: UNEMPLOYED PERSONS AND EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS, Sex—By selected characteristics - revised data for unemployed males, females and persons who did not take steps to look for work.

**Datacube 16:** LABOUR MOBILITY: EMPLOYED PERSONS, Sex—By change in employment characteristics - revised data for Whether changed industry Division (last to current employer/business) and Whether changed Major occupation group (last to current employer/business).

**Datacube 17:** LABOUR MOBILITY: PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY, Industry last February—By change in employment characteristics - revised data for Industry last February.

**Datacube 18:** LABOUR MOBILITY: PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY, Occupation last February—By change in employment characteristics - revised data for Occupation last February.

**Datacube 19:** POPULATIONS: State or territory of usual residence—By sex - revised data for Population 12 - Persons who were working at last February and Population 13 - Persons currently employed and employed at last February.

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### INTRODUCTION

1 The statistics in this release were compiled from the Participation, Job Search and Mobility (PJSM) survey conducted throughout Australia in February 2016, as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

2 Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication Labour Force, Australia (cat. no. 6202.0).

#### CONCEPTS, SOURCES AND METHODS

3 The conceptual frameworks used in the monthly LFS align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

#### LABOUR FORCE SURVEY SCOPE

4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following persons:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;
- short term overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

#### PARTICIPATION JOB SEARCH AND MOBILITY SCOPE

5 In addition to the LFS scope exclusions, PJSM also excludes students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for persons with disabilities), and inmates of prisons.

6 PJSM was conducted in both urban and rural areas in all states and territories, but excluded persons living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

## COVERAGE

**7** The estimates in this publication relate to persons included in the survey in February 2016. In the LFS, coverage rules are applied, which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

## SAMPLE SIZE

**8** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

**9** This survey is fully based on the sample introduced after the 2011 Census of Population and Housing. For more information, see the Article in the May 2013 issue of Labour Force, Australia (cat. no. 6202.0).

## RELIABILITY OF THE ESTIMATES

**10** Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information, see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and effective processing procedures.

## SEASONALITY

**11** The estimates are based on information collected in the survey month (February) and, due to seasonality, may not be representative of other months of the year.

## CLASSIFICATIONS USED

**12** Country of birth data are classified according to the Standard Australian Classification of Countries (SACC), 2011 (cat. no. 1269.0).

**13** Occupation data are classified according to ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2013, Version 1.2 (cat. no. 1220.0).

**14** Industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) (cat. no. 1292.0).

**15** Education data are classified according to the Australian Standard Classification of Education (ASCED), 2001 (cat. no. 1272.0).

## CONFIDENTIALITY

**16** To minimise the risk of identifying individuals in aggregate statistics, a technique is used to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of information that could identify individual survey respondents while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. After perturbation, a given published cell value will be consistent across all tables. However, adding up cell values to derive a total will not necessarily give the same result as published totals.

## COMPARABILITY OF TIME SERIES

**17** The LFS estimates and estimates from the supplementary surveys, (e.g. PJSM) are calculated in such a way as to sum to the independent estimates of the civilian population aged 15 years and over (population benchmarks). Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five-yearly Census of Population and Housing. These population benchmarks are updated quarterly based on Estimated Resident Population (ERP) data. However, the estimates from previous supplementary surveys are not normally revised to reflect the latest benchmarks.

**18** From January 2014, Labour Force Estimates have been compiled using population benchmarks based on the 2011 Census of Population and Housing. At the time of publication, this issue's estimates are broadly comparable with the published labour force estimates for February 2016.

**19** Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks, see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0), and for details about the revisions made, see the article in the January 2014 issue of Labour Force, Australia (cat. no. 6202.0) and the article in the November 2012 issue of Labour Force, Australia (cat. no. 6202.0).

**20** Caution should be exercised when comparing results from the 2016 PJSM to previous PNILF, UEW, JSE and LMOB surveys as the populations used in each may not be directly comparable.

## COMPARABILITY WITH PREVIOUS SURVEYS

**21** Care should be taken when comparing the estimates from PJSM with previous years topics as PNILF and UEW were previously collected in September, JSE in July and LMOB was collected in February. Collection of data from this combined survey was undertaken in February.

### **Persons Not In the Labour Force**

**22** PNILF was first conducted in May 1975 and again in May 1977. From 1979 to 1987 the survey was collected twice a year (March and September). From 1988 to 2013 it was conducted annually in September.

**23** Results of previous surveys were published in Persons Not in the Labour Force, Australia (cat. no. 6220.0); and the standard data service Persons Not in the Labour Force, Australia (cat. no. 6220.0.40.001) for 1994 and 1995 (available in hardcopy only).

**24** For more information on the history of changes to PNILF, see the Explanatory Notes (cat. no. 6220.0).

### **Underemployed Workers**

**25** UEW was conducted in May 1985, 1988 and 1991. In 1994, the survey became an annual survey and until 2013 was collected each September.

**26** Results of previous surveys were published in Underemployed Workers, Australia (cat. no. 6265.0); and the standard data service Underemployed Workers, Australia (cat. no. 6265.0.40.001) for 1994 and 1995.

**27** For more information on the history of changes to UEW, see the Explanatory Notes (cat. no. 6265.0).

### **Job Search Experience**

**28** JSE was conducted annually in July from 2002 to 2013. Results of similar surveys on the job search experience of unemployed persons conducted in July 1984, July 1985, June 1986, July 1988, July 1990, June 1991, and annually from July 1992 to July 2001 were published in various issues of Job Search Experience of Unemployed Persons, Australia (cat. no. 6222.0).

**29** Information on persons who had started work for an employer for wages or salary during the 12 months up to the end of the reference week was collected in June 1986 and two-yearly from July 1990 to July 2000 and was published in Successful and Unsuccessful Job Search Experience, Australia (cat. no. 6245.0).

**30** For more information on the history of changes to JSE, see the Explanatory Notes (cat. no. 6222.0).

### **Labour Mobility**

**31** Similar surveys were conducted in November 1972, February 1975, February 1976, annually from February 1979 to February 1992 and biennially from February 1994 to February 2012 and most recently in February 2013.

**32** Results of previous surveys were published in Labour Mobility, Australia (cat. no. 6209.0).

**33** For more information on the history of changes to LMOB, see the Explanatory Notes (cat. no. 6209.0).

### **COMPARABILITY WITH MONTHLY LFS STATISTICS**

**34** Due to differences in the scope, sample size and reference period of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

**35** For example, PJSM provides data on the main reason for leaving or losing a person's last job in the previous 12 months, such as retrenchment. PJSM provides a micro analysis understanding of retrenchment dynamics for the Labour Force. To observe the frequency of the number of persons retrenched users should refer to the Labour Force quarterly retrenchment data (see Labour Force, Australia, Detailed, Quarterly Feb 2016 cat. no. 6291.0.55.003).

**36** The ABS underemployment framework uses a threshold (35 hours in the reference week) based on the boundary between full-time and part-time work.

### **PRODUCTS AND SERVICES**

**37** A number of Datacubes (spreadsheets) containing all tables produced for this publication are available from the Downloads tab of the publication. The Datacubes present tables of estimates and their corresponding Relative Standard Errors (RSEs).

**38** For users who wish to undertake a more detailed analysis of the data, the survey microdata will be released through the TableBuilder product. For more details, refer to the TableBuilder information, Microdata, Participation, Job Search and Mobility, Australia (cat. no. 6226.0.00.001). For more information see About TableBuilder.

**39** Special tabulations are available on request. Subject to confidentiality and sampling variability constraints, tabulations can be produced from the survey incorporating data items, populations and geographic area selections to meet individual requirements. These can be provided in printed or electronic form. All enquiries should be made to the National Information and Referral Service on 1300 135 070.

### **NEXT SURVEY**

**40** This survey is to be conducted next in February 2017.

## ACKNOWLEDGEMENT

**41** ABS surveys draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act, 1905**.

## RELATED PUBLICATIONS

**42** Refer to Related Information tab for other ABS publications which may be of interest.

**43** Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

# Glossary

## GLOSSARY

### Active steps taken to find work

Active steps taken by unemployed persons in their search for work during the current period of unemployment include:

- wrote, phoned or applied in person to an employer for work;
- answered an advertisement for a job in a newspaper;
- answered an advertisement for a job on the Internet;
- answered an advertisement for a job on noticeboards;
- had an interview;
- contacted friends or relatives;
- advertised or tendered for work;
- registered with a Job Services Australia provider; or
- registered with any other employment agency.

### Actively looking for work

Persons who were taking active steps to find work. Active steps comprise:

- writing, telephoning or applying to an employer for work;
- answering an advertisement for a job;
- checking or registering with any employment agency;
- advertising or tendering for work; and
- contacting friends or relatives.

### Age of youngest child

Age of the youngest child, 12 years and under, in the household.

### Available to start work

Refers to employed or unemployed persons who were available to start work or more hours either in the reference week, or in the four weeks subsequent to the interview.

### Available to start work within four weeks

Persons who were available to start work within four weeks or, for persons with children aged 12 years and under, could start work within four weeks if suitable child care was available.

### Change in work

Employees were considered to have had some change in work if they had been with their current employer for one year or more at February 2015 and reported that, in the 12 months to February 2016, they had:

- been promoted;
- transferred to a different position;
- changed usual hours worked; or
- changed occupation.

### Contributing family workers

Persons who work without pay in an economic enterprise operated by a relative.

### Did not want to work

Persons who were not classified as employed or unemployed who answered 'no' when asked if they would like a job.

### Discouraged job seekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young or too old by employers;
- believes ill health or disability discourages employers;
- lacked necessary schooling, training, skills or experience;
- difficulties because of language or ethnic background;
- no jobs in their locality or line of work;
- no jobs suitable hours; and
- no jobs at all.

### **Duration of current period of insufficient work**

For full-time workers who worked fewer than 35 hours in the reference week due to economic reasons, refers to the number of weeks they have been working fewer than 35 hours a week.

For part-time workers who would prefer to work more hours, refers to the number of weeks they have wanted to work more hours.

As periods of insufficient work are recorded in full weeks and rounded down, this results in a slight understatement of duration.

### **Duration of current period of unemployment**

The period of time from when an unemployed person began looking for work until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more until the end of the reference week; whichever was the shorter period. Brief periods of work (of less than two weeks) since the person began looking for work are disregarded.

### **Duration of looking for work before current job**

The number of weeks or years that employed persons were looking for work before being offered their current job or starting their own business. For employed persons who had worked before, it includes any time they were looking for work before leaving their previous employer.

### **Economic reasons**

Economic reasons for full-time workers having worked fewer than 35 hours in the reference week are:

- there was no work or not enough work available, e.g. due to material shortages; or
- they were stood down.

### **Employed persons**

Persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week;
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week;
  - away from work as a standard work or shift arrangement;
  - on strike or locked out;
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

### **Employees**

An employed person who does not operate their own incorporated or unincorporated enterprise. An employee works for a public or private employer and receives remuneration in wages, salary, on a commission basis (with or without a retainer), tips, piece-rates, or payment in kind.

### **Family**

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

### **Family reasons for not actively looking for work**

Includes ill health of someone other than themselves, caring for children and other family considerations.

### **First job ever held lasting two weeks or more**

Refers to employees (excluding Owner Managers of Incorporated Enterprises (OMIES)) who had never worked for two weeks or more before starting their current job.

**Full-time preference**

Persons who preferred to work 35 hours or more a week. For this survey, full-time preference is derived by applying data collected on respondents' preferred number of hours to those who intended to or might enter the labour force in the next 12 months.

**Full-time or part-time status of last job**

The perception of persons of whether they worked full-time or part-time in their last job.

**Full-time workers**

Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week.

**Future starters**

Persons waiting to start, within four weeks of the end of the reference week, a new job that they have already obtained (and could have started in the reference week if the job had been available then). Under International Labour Organisation (ILO) guidelines, these persons do not have to be actively looking for work to be classified as unemployed.

**Had a job to go to**

Persons who were waiting to start a job, but would not be starting within four weeks. Also includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

**Had worked before**

Refers to employees (excluding OMIEs) who had worked before and were either out of work or changed their employer before starting their current job.

**Industry**

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) (cat. no. 1292.0).

**Intention to enter the labour force in the next 12 months**

The intention of persons to work or look for work in the 12 months following the interview.

**Interstate**

Refers to whether persons were prepared to move to another state or territory if offered a suitable job.

**Intrastate**

Refers to whether persons were prepared to move to another part of their state or territory if offered a suitable job.

**Job**

Any paid employment, full-time or part-time, lasting two weeks or more.

**Job starters**

Employed persons who started their current job in the previous 12 months.

**Labour force**

The civilian population is split into two mutually exclusive groups: the labour force (employed and unemployed persons) and persons not in the labour force. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

**Left a job**

Persons who are classified as voluntarily ceasing their last job.

**Level of highest educational attainment**

Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. It is categorised according to the Australian Standard Classification of Education, 2001 (cat. no. 1272.0) Level of education classification.

**Level of highest non-school qualification**

A person's level of highest non-school qualification is the highest qualification a person has attained in any area of formal study other than school study. It is categorised according to the Australian Standard Classification of Education, 2001 (cat. no. 1272.0) Level of education classification.

**Long-term unemployed**



Persons whose duration of current period of unemployment is 12 months or more.

### **Looking for work with more hours**

Looked for work with more hours at some time during the four weeks up to the end of the reference week.

### **Lost a job**

Persons who have worked for two weeks or more in the past two years and who left that job involuntarily.

### **Main activity when not in the labour force**

The main activity of persons who are not in the labour force since they last worked or looked for work (or in the last 12 months if they haven't worked in the last year).

### **Main difficulty in finding work**

The self reported main difficulty in finding work experienced during the current period of unemployment.

### **Main job**

The job in which most hours are usually worked.

### **Marginal attachment to the labour force**

Persons who were not in the labour force in the reference week, wanted to work and:

- were actively looking for work but did not meet the availability criterion to be classified as unemployed; or
- were not actively looking for work but were available to start work within four weeks.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

For more information see article Understanding the Australian Labour Force Using ABS Statistics in Labour Force, Australia (6202.0).

### **Non-economic reasons**

Non-economic reasons for full-time workers having worked fewer than 35 hours in the reference week include:

- holiday, flextime or study leave;
- own illness or injury or sick leave;
- standard work arrangements, shift work or rostered day(s) off;
- on strike, locked out or took part in an industrial dispute;
- bad weather or plant breakdown;
- began, left or lost job during the reference week; and
- personal reasons.

### **Not available to start work**

Refers to persons who were not available to start work with more hours either in the reference week, or in the four weeks following the interview.

### **Not fully employed**

Persons who are not fully employed comprise part-time workers who would prefer to work more hours, and full-time workers who worked part-time hours in the reference week for economic reasons.

### **Number of offers of employment**

The number of separate offers of employment received during the current period of unemployment.

### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group and Sub-Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2013, Version 1.2 (cat. no. 1220.0).

### **Owner managers of incorporated enterprises (OMIEs)**

Persons who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These persons are classified as employees under 'status of employment'.

### **Owner managers of unincorporated enterprises (OMUEs)**

Persons who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These persons are classified as employers under 'status of employment' if their business has employees, or own account worker if they do not.

### **Part-time preference**

Persons who preferred to work one to 34 hours a week. For this survey, part-time preference is derived by applying data collected on respondents' preferred number of hours to those who intended to or might enter the labour force in the next 12 months.

### **Part-time workers**

Employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work during the reference week.

### **Personal reasons for not actively looking for work<sup>1</sup>**

Includes 'own short-term illness or injury' or 'long-term health condition or disability', 'pregnancy', 'attending an educational institution', 'had no need to work', 'welfare payments or pension may be affected', and 'moved house or on holidays'.

### **Persons not in the labour force**

Persons not in the labour force can be divided into those who are marginally attached to the labour force, and those who are not. Persons who are marginally attached to the labour force satisfy some, but not all, of the criteria required to be classified as unemployed.

Persons not in the labour force are considered to be marginally attached to the labour force if they:

- wanted to work and were actively looking for work (but, unlike unemployed persons, were not available to start work in the reference week); or
- wanted to work and were not actively looking for work but were available to start work within four weeks.

Persons not in the labour force are not marginally attached to the labour force if they:

- did not want to work; or
- wanted to work but were not actively looking for work and were not available to start work within four weeks.

### **Preferred number of hours**

The number of hours unemployed persons would like to work each week.

### **Preferred number of extra hours**

The number of extra hours a week an underemployed worker would have preferred to work.

### **Preferred total number of hours**

The total number of hours per week an underemployed worker would prefer to work.

### **Reasons for turning down job offers<sup>1</sup>**

Classifies reasons for turning down job offers in current period of unemployment according to the following categories:

- Unsuitable Job Conditions
  - Unsatisfactory pay/conditions
  - Not in locality or line of work
  - Hours unsuitable
  - Unwilling to move state/city
  - Too far to travel
- Personal reasons
  - Own short-term illness or injury
  - Own long-term health condition or disability
  - Pregnancy
  - Welfare/pension payments may be affected
  - Returned to study
- Family reasons
  - Childcare
  - Ill health of other than self
- Other
  - Waiting to start another job/starting new business
  - Other reasons
  - Did not know

### **Status of Employment**

Classifies employed persons according to the following categories on the basis of their current job:

- Employees

- with paid leave entitlements
- without paid leave entitlements
- Owner managers of incorporated enterprises
  - with employees
  - without employees
- Owner managers of unincorporated enterprises
  - with employees
  - without employees
- Contributing family workers

### **Stood down**

Persons who are in a situation where an employer is unable to provide useful work for its employees, for a particular period of time, for circumstances beyond its control.

### **Suitable job**

A suitable job is:

- any job for which the person is qualified (if applicable), is capable of performing and which provides adequate job conditions (including pay, hours, travel to work, etc.).
- it is a job that would be accepted by the person irrespective of whether a move was required.

### **Time since last job**

The elapsed time since ceasing the last job.

### **Underemployed workers**

Underemployed workers are employed persons who would prefer, and are available for, more hours of work than they currently have. They comprise:

- part-time workers who would prefer to work more hours and were available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey; and
- full-time workers who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these persons would prefer to work full time in the reference week and would have been available to do so.

### **Unemployed**

Persons aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

### **Usual number of hours**

The number of hours usually worked in a week.

### **Wanted to work**

Persons not in the labour force who were not actively looking for work who answered 'yes' or 'maybe' when asked if they would like a job, as well as those persons not in the labour force who were actively looking. It is assumed those persons actively looking want a job.

### **With paid leave entitlements**

The entitlement of employees to either paid holiday leave or paid sick leave (or both) in their current job. Persons employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

### **Without paid leave entitlements**

Employees who were not entitled to, or did not know whether they were entitled to, paid holiday leave and paid sick leave in their current job.

End Note: 1. Reasons provided by respondents in this item are not mutually exclusive categories.

## **Populations and Data items list (Appendix)**

### **APPENDIX POPULATIONS**

### **DATA AVAILABLE ON REQUEST**

The ABS has a range of data available on request from the Participation, Job Search and Mobility Survey. This section lists the populations which are used in this release. Full details of the data items are available on the ABS website in an Excel spreadsheet, under the Downloads tab: Data Cube: Populations and Data items list.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au>.

The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to us.

**Population 1**

Civilian population aged 15 years and over

**Population 2**

Employed persons

**Population 3**

Employed persons who would prefer more hours

**Population 4**

Part-time workers who would prefer more hours

**Population 5**

Underemployed workers

**Population 6**

Underemployed part-time workers

**Population 7**

Employed persons who started their current job in the previous 12 months

**Population 8**

Employed persons who worked in their current job for 12 months or more

**Population 9**

Employees who started their current job in the previous 12 months

**Population 10**

Persons employed for more than a year in their current job who looked for work in the previous 12 months

**Population 11**

Persons who worked at some time during the year ending February

**Population 12**

Persons who were working last February

**Population 13**

Persons currently employed and employed last February

**Population 14**

Persons who ceased a job during the year ending February

**Population 15**

Employed persons who ceased a job in the year ending February

**Population 16**

Unemployed persons

**Population 17**

Persons not in the labour force

### Population 18

Persons not in the labour force who wanted to work

### Population 19

Persons not in the labour force who looked for work

### Population 20

Persons not in the labour force with marginal attachment to the labour force

### Population 21

Persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks

### Population 22

Persons not in the labour force who were discouraged job seekers

### Population 23

Persons not in the labour force because they were caring for children, who wanted to work but not actively looking for work

### Population 24

Persons not in the labour force whose last job was less than 10 years ago

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Data items		Population
1	State or territory of usual residence	All
2	Region of usual residence (SA4)	All
3	Sex	All
4	Social marital status	All
5	Relationship in household	All
6	Country of birth	All
7	Country of birth and elapsed years since arrival in Australia	All
8	Age group (years)	All
9	Age of youngest child	All
10	Number of dependent children aged 15–24 years	All
11	Number of dependent children aged 0–14 years	All
12	Number of dependent children aged 0–24 years	All
13	Whether currently studying full-time or part-time	All
14	Level of highest educational attainment	All
15	Level of highest non-school qualification	All
16	Highest year of school completed	All
17	Labour force status	All
18	Status of employment in main job	2–10
19	Number of jobs or businesses held last week	2–10
20	Main reason for absence from work	2–10
21	Hours actually worked in main job	2–10
22	Hours actually worked in all jobs	2–10
23	Hours usually worked in main job	2–10
24	Hours usually worked in all jobs	2–10
25	Full-time or part-time status in all jobs	2–10
26	Full-time or part-time status in main job	2–10
27	Full-time or part-time status summary	2–10
28	Whether worked less hours than usually worked	2–10
29	Reason worked less hours than usually worked	2–10
30	Preferred total number of weekly hours	2–10
31	Preferred number of extra weekly hours	2–10
32	Whether preferred to work more hours than usually worked	2–10
33	Whether available to start work within the reference week with more hours	2–10
34	Whether prefer and available within the next 4 weeks for more full-time or part-time hours	2–10
35	Continuous duration with current employer/business	2–10
36	Reason expected future duration with current employer/business less than 12 months	2–10
37	Sector of main job	2–10
38	Occupation of main job	2–10
39	Industry of main job	2–10
40	Whether entitled to paid holiday leave	2–10
41	Whether entitled to paid sick leave	2–10
42	Whether had paid leave entitlements	2–10
43	Whether retrenched from any job in the previous 3 months	All
44	Whether looked for work or more hours in the last 12 months	All
45	Whether looked for work or more hours in the last 3 months	All
46	Whether looked for work or more hours in the last 4 weeks	All
47	Number of weeks since last looked for work or more hours	10,16,19
48	All steps taken to look for work or more hours in the last 12 months	10,16,19
49	Active steps taken to look for work or more hours in the last 12 months	10,16,19
50	All difficulties in finding work	All

51	Main difficulty in finding work	All
52	Whether had ever worked	16
53	Whether looked for full-time or part-time work	16
54	Duration of job search	16
55	Whether checked or registered with a Job Services Australia provider	10,16,19
56	Whether registered with Centrelink as a jobseeker	10,16,19
57	Number of employment offers in current period of unemployment	16,19
58	Whether turned down job offer/s in current period of unemployment	16,19
59	All reasons for turning down job offer/s	16,19
60	Main reason for turning down job offer/s	16,19
61	Whether had a job to go to	16,19
62	All reasons for looking for other work while still employed	10
63	Underemployment status	5,6
64	Whether available and/or looking for work	4-6
65	Whether would move interstate if offered a suitable job	5,6,16,19
66	Whether would move intrastate if offered a suitable job	5,6,16,19
67	Duration of current period of insufficient work	5,6
68	Whether would prefer to change employer to work more hours	5,6
69	Whether would prefer to change occupation to work more hours	5,6
70	Number of employers or businesses in the last 12 months	All
71	Whether had some change in work in last 12 months	8
72	Whether changed employer/business in the last 12 months	2-10
73	Persons not in the labour force summary	17-24
74	Main activity when not in the labour force	17-24
75	Time since last job	17-24
76	Whether had a job in the last 20 years	17-23
77	All reasons for not actively looking for work	17-24
78	Main reason not actively looking for work	17-24
79	Whether available to start work within four weeks	17-24
80	Whether available to start work in the reference week	17-24
81	All reasons not available to start work within four weeks	17-20,23-24
82	Main reason not available to start work within four weeks	17-20,23-24
83	Main reason not working due to caring for children	23
84	Whether preferred full-time or part-time work	17-24
85	Intention to enter the labour force in the next 12 months	17-24
86	Intention to enter the labour force	17-24
87	Preferred number of hours	17-24
88	Whether wanted to work	17-24
89	Continuous duration of last job	14-16,24
90	Full-time or part-time status in last job	14-16,24
91	Occupation of last job	14-16,24
92	Industry of last job	14-16,24
93	Status of employment of last job	14-16,24
94	Hours usually worked each week in last job	14-16,24
95	Reason for ceasing last job	14-16,24
96	When began last job	14-16,24
97	Whether entitled to paid holiday leave in last job	14-16,24
98	Whether entitled to paid sick leave in last job	14-16,24
99	Whether had paid leave entitlements in last job	14-16,24
100	Whether changed usual hours worked with current employer/business in the last 12 months	8,10
101	Previous usual weekly hours worked with current employer/business	8,10
102	Whether promoted with current employer in the last 12 months	8,10
103	Whether transferred with current employer in the last 12 months	8,10
104	Whether promoted and/or transferred with current employer in the last 12 months	8,10
105	Previous occupation with current employer/business	8,10
106	Whether changed Major occupation group (with current employer for one year or more)	8,10
107	Whether changed Minor occupation group (with current employer for one year or more)	8,10
108	Whether changed industry Division (last to current employer/business)	15
109	Whether changed industry Subdivision (last to current employer/business)	15
110	Whether changed status of employment (last to current employer/business)	15
111	Whether changed usual hours worked (last to current employer/business)	15
112	Whether changed Major occupation group (last to current employer/business)	15
113	Whether changed Minor occupation group (last to current employer/business)	15
114	Whether working at last February	12,13
115	Status of employment at last February	12,13
116	Occupation at last February	12,13
117	Industry at last February	12,13
118	Usual weekly hours worked at last February	12,13
119	Whether entitled to paid holiday leave at last February	12,13
120	Whether entitled to paid sick leave at last February	12,13
121	Whether had paid leave entitlements at last February	12,13
122	Whether changed industry Division (last to current February)	8,10,13
123	Whether changed industry Subdivision (last to current February)	8,10,13
124	Whether changed Major occupation group (last to current February)	8,10,13
125	Whether changed Minor occupation group (last to current February)	8,10,13
126	Whether changed status of employment (last to current February)	8,10,13
127	Whether changed usual hours worked (last to current February)	8,10,13

## Population Concordance (Appendix)

### APPENDIX POPULATION CONCORDANCE WITH PREVIOUS SURVEYS

This release combines the key elements from the Persons Not In The Labour Force (PNILF), Job Search Experience (JSE), Underemployed Workers (UEW) and Labour Mobility (LMOB) to provide a comprehensive and coherent dataset on characteristics of people's employment.

Caution should be exercised when comparing the estimates from this release with previous surveys as some population groups are

conceptually different.

The following table provides a concordance of populations groups used in this release with population groups from previous surveys:

Population Concordance					
Populations	PJSM	LMOB 2013	UEW 2013	JSE 2014	PNILF 2013
Civilian population aged 15 years and over	Population 1	...	...	...	...
Employed persons	Population 2	...	Population 1	...	...
Employed persons who would prefer more hours	Population 3	...	...	...	...
Part-time workers who would prefer more hours	Population 4	...	Population 4	...	...
Underemployed workers	Population 5	...	Population 7	...	...
Underemployed part-time workers	Population 6	...	Population 6	...	...
Employed persons who started their current job in the previous 12 months	Population 7	...	...	Population 2	...
Employed persons who worked in their current job for 12 months or more	Population 8	Population 8	...	...	...
Employees who started their current job in the previous 12 months	Population 9	...	...	Population 3	...
Persons employed for more than a year in their current job who looked for work in the previous 12 months	Population 10	...	...	Population 5	...
Persons who worked at some time during the year ending February	Population 11	Population 1	...	...	...
Persons who were working last February	Population 12	Population 6	...	...	...
Persons currently employed and employed last February	Population 13	Population 7	...	...	...
Persons who ceased a job during the year ending February	Population 14	Population 4	...	...	...
Employed persons who ceased a job in the year ending February	Population 15	Population 5	...	...	...
Unemployed persons	Population 16	...	...	Population 1	...
Persons not in the labour force	Population 17	...	...	...	Population 1
Persons not in the labour force who wanted to work	Population 18	...	...	...	Population 2
Persons not in the labour force who looked for work	Population 19	...	...	...	...
Persons not in the labour force with marginal attachment to the labour force	Population 20	...	...	...	Population 3
Persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks	Population 21	...	...	...	Population 4
Persons not in the labour force who were discouraged job seekers	Population 22	...	...	...	Population 5
Persons not in the labour force because they were caring for children who wanted to work but not actively looking for work	Population 23	...	...	...	Population 7
Persons not in the labour force whose last job was less than 10 years ago	Population 24	...	...	...	...
Persons who were working at February	...	Population 2	...	...	...
Employees excluding owner managers of incorporated enterprises who had worked with their current employer for one year or more	...	Population 3	...	...	...
Employees excluding owner managers of incorporated enterprises at February with paid leave entitlements	...	Population 9	...	...	...
Employees excluding owner managers of incorporated enterprises at February without paid leave entitlements	...	Population 10	...	...	...
Full-time workers	...	...	Population 2	...	...
Part-time workers	...	...	Population 3	...	...
Part-time workers who would prefer more hours who had been looking for work with more hours or were available to start work with more hours in the reference week or within four weeks	...	...	Population 5	...	...
Owner managers who started their current business in the previous 12 months	...	...	...	Population 4	...
Persons not in the labour force who wanted to work but were not actively looking for work and were not available to start work within four weeks	...	...	...	...	Population 6
Persons not in the labour force who previously had a job	...	...	...	...	Population 8
Persons not in the labour force without marginal attachment to the labour force	...	...	...	...	Population 9
Persons not in the labour force whose last job was less than 20 years ago	...	...	...	...	Population 10

## Data Cubes (I-Note) - Data Cubes

Datacube 19: POPULATIONS: State or territory of usual residence—By sex - contains revised data for Population 12 - Persons who were working at last February and Population 13 - Persons currently employed and employed at last February.

For the correction, please refer to Datacube 19 in the Participation, Job Search and Mobility, 2016 (cat. no. 6226.0) available from the Downloads tab.

## Quality Declaration - Summary

### QUALITY DECLARATION - SUMMARY

#### INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

#### RELEVANCE

The Participation, Job Search and Mobility (PJSM) Survey presents information about participation, underemployment, marginal attachment, job mobility and job search. The collection of a range of socio-demographic and labour force characteristics makes the datasets produced from the survey extremely valuable for comparing and analysing a person's experience relating to job search,

job change and increasing participation, all of which can be cross classified by other employment characteristics such as hours worked, industry, occupation and sector of job as well as personal characteristics.

## **TIMELINESS**

The Participation, Job Search and Mobility survey was conducted in February 2016 as a supplement to the ABS monthly Labour Force Survey (LFS). Results from this survey are released in the publication Participation, Job Search and Mobility, Australia (cat. no. 6226.0).

## **ACCURACY**

Estimates from the PJSM are subject to sampling and non-sampling errors. Relative standard error (RSE) is a measure of the size of the sampling error affecting an estimate, i.e. the error introduced by basing estimates on a sample of the population rather than the full population. Non-sampling errors are inaccuracies that occur due to imperfections in reporting by respondents and interviewers, and errors made in coding and processing data.

This publication was designed primarily to provide estimates at the Australia level. Broad estimates are available for state/territory and/or capital city/balance of state, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. Relative Standard Errors for all estimates are available in the relevant Data Cube. More information on Standard Errors is available in the Technical Note of this release.

To minimise the risk of identifying individuals in aggregate statistics, a technique is used to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. After perturbation, a given published cell value will be consistent across all tables. However, adding up cell values to derive a total will not necessarily give the same result as published totals.

For further information regarding the accuracy of the PJSM survey estimates see the Technical Note.

## **COHERENCE**

This survey will inform on the following broad labour market issues - Labour force participation potential, underemployment and marginal attachment, as well as job search experience and labour mobility. This information can be cross classified by characteristics such as duration of job search, last job details, hours worked, industry and occupation as well as personal characteristics.

Care should be taken when comparing the estimates from 2016 PJSM survey with previous years topics as Persons Not In The Labour Force (PNILF) and Underemployed Workers (UEW) were previously collected in September, Job Search Experience (JSE) in July and Labour Mobility (LMOB) was collected in February. Collection of data from this combined survey was undertaken in February. The populations used in each may not be directly comparable.

For more information on the history of changes to PNILF, see the Explanatory Notes (cat. no. 6220.0).

For more information on the history of changes to UEW, see the Explanatory Notes (cat. no. 6265.0).

For more information on the history of changes to JSE, see the Explanatory Notes (cat. no. 6222.0).

For more information on the history of changes to LMOB, see the Explanatory Notes (cat. no. 6209.0).

## **INTERPRETABILITY**

Contained within PJSM are Data Cubes with footnoted data to aid interpretation of the results of the survey, detailed Explanatory Notes, a Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- Australian Labour Market Statistics (cat. no. 6105.0).
- Concepts, Sources and Methods (cat. no. 6102.0.55.001).

## **DATA ACCESS**

Participation, Job Search and Mobility, Australia (cat. no. 6226.0) is released electronically via the ABS website as Data Cubes in spreadsheet format. Additional data may be available on request (subject to data quality). Note that detailed data can be subject to high relative standard errors. Full details of data items for this survey are available from the Downloads tabs in Data Cube: PJSM 2016 Populations and Data items list.

For users who wish to undertake a more detailed analysis of the data, the survey microdata will be released through the TableBuilder product. For more details, refer to the TableBuilder information, Microdata, Participation, Job Search and Mobility, Australia (cat. no. 6226.0.00.001). For more information see About TableBuilder.

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au>.



# Data Quality (Technical Note)

## TECHNICAL NOTE DATA QUALITY

### INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of households, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all households had been included in the survey or a different sample was selected. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of households was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all households had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs.

2 Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

$$RSE\% = \frac{SE}{\text{Estimate}} \times 100$$

3 RSEs for Participation, Job Search and Mobility estimates have been calculated using the Jackknife method of variance estimation. This process involves the calculation of 30 'replicate' estimates based on 30 different sub-samples of the original sample. The variability of estimates obtained from these sub-samples is used to estimate the sample variability surrounding the main estimate.

4 The Excel spreadsheets in the Downloads tab contain all the tables produced for this release and the calculated RSEs for each of the estimates. The RSEs for estimates have been calculated using the Jackknife method.

5 In the tables in this publication, only estimates (numbers, percentages and means) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included. Estimates with an RSE in the range 25% to 50% should be used with caution while estimates with RSEs greater than 50% are considered too unreliable for general use. All cells in the Excel spreadsheets with RSEs greater than 25% contain a comment indicating the size of the RSE. These cells can be identified by a red indicator in the corner of the cell. The comment appears when the mouse pointer hovers over the cell.

### CALCULATION OF STANDARD ERROR

6 RSEs are routinely presented as the measure of sampling error in this publication and related products. SEs can be calculated using the estimates (counts or means) and the corresponding RSEs.

7 An example of the calculation of the SE from an RSE follows. **Data Cube 15** shows that the estimated number of person who have worked for less than 12 months was 2,177,200 in February 2016, and the RSE for this estimate was 1.7%. The SE is:

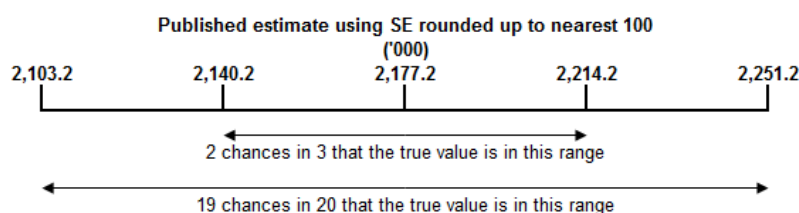
SE of estimate

$$= (RSE / 100) \times \text{estimate}$$

$$= 0.017 \times 2,177,200$$

$$= 37,000 \text{ (rounded to the nearest 100)}$$

8 Therefore, there are about two chances in three that the value that would have been produced if all households had been included in the survey would fall within the range 2,140,200 to 2,214,200 and about 19 chances in 20 that the value would fall within the range 2,103,200 to 2,251,200. This example is illustrated in the following diagram.



### PROPORTIONS AND PERCENTAGES

9 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSEs of proportions not provided in the spreadsheets is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

10 Considering **Data Cube 15**, of the 2,177,200 persons who worked less than 12 months with current employer/business, 1,167,900 or (53.6%) were males. The RSE for 1,167,900 is 2.3% and the RSE of 2,177,200 is 1.7%. Applying the above formula, the RSE for the proportion of males who worked less than 12 months with current employer/business:

$$RSE = \sqrt{(2.3)^2 - (1.7)^2} = 1.5\%$$

**11** Therefore, the SE for the proportion of males was 0.8 percentage points (= (53.6/100) x 1.5). Therefore, there are about two chances in three that the proportion of males who worked less than 12 months with current employer/business is between 52.8% and 54.4%, and 19 chances in 20 that the proportion was within the range 52.0% to 55.3%.

## SUMS OR DIFFERENCES BETWEEN ESTIMATES

**12** Published estimates may also be used to calculate the sum of two or more estimates, or the difference between two survey estimates (of numbers, means or percentages) where these are not provided in the spreadsheets. Such estimates are also subject to sampling error.

**13** The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x–y) may be calculated by the following formula:

$$SE(x - y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

**14** The sampling error of the sum of two estimates is calculated in a similar way. An approximate SE of the sum of two estimates (x + y) may be calculated by the following formula:

$$SE(x + y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

**15** Considering the example in paragraph 7, the estimated number of person who have worked for less than 12 months was 2,177,200, and the SE for this estimate was 37,000. From **Data Cube 15**, the estimate of persons who have worked for 1—2 years was 2,417,300 and the SE was 29,000. The estimate of persons who worked for less than 3 years is:  
 $2,177,200 + 2,417,300 = 4,594,500$

**16** The SE of the estimate of persons who have worked for less than 3 years is:

$$SE = \sqrt{(37,000)^2 + (29,000)^2} = 47,000$$

**17** Therefore, there are about two chances in three that the value that would have been produced if all households had been included in the survey would fall within the range 4,547,500 to 4,641,500 and about 19 chances in 20 that the value would fall within the range 4,500,500 to 4,688,500.

**18** While these formulae will only be exact for sums of, or differences between, separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

## STANDARD ERRORS OF MEANS AND SUMS

**19** The estimates of means and sums of continuous variables are subject to sampling variability and random adjustment. As for population estimates, the variability due to sampling and random adjustment is combined into the calculated Standard Error, and the Relative Standard Error is reported. The component of variability arising from sampling is calculated using the Jackknife method.

## SIGNIFICANCE TESTING

**21** A statistical test for any comparisons between estimates can be performed to determine whether it is likely that there is a significant difference between two corresponding population characteristics. The standard error of the difference between two corresponding estimates (x and y) can be calculated using the formula in paragraph 9. This standard error is then used to calculate the following test statistic:

$$\left( \frac{x - y}{SE(x - y)} \right)$$

**22** If the value of this test statistic is greater than 1.96 then there is evidence, with a 95% level of confidence, of a statistically significant difference in the two populations with respect to that characteristic. Otherwise, it cannot be stated with confidence that there is a difference between the populations with respect to that characteristic.

**23** The imprecision due to sampling variability, which is measured by the SE, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents and recording by interviewers, and errors made in coding and processing data. Inaccuracies of this kind are referred to as non-sampling error, and they occur in any enumeration, whether it be a full count or sample. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.